

## About Our District

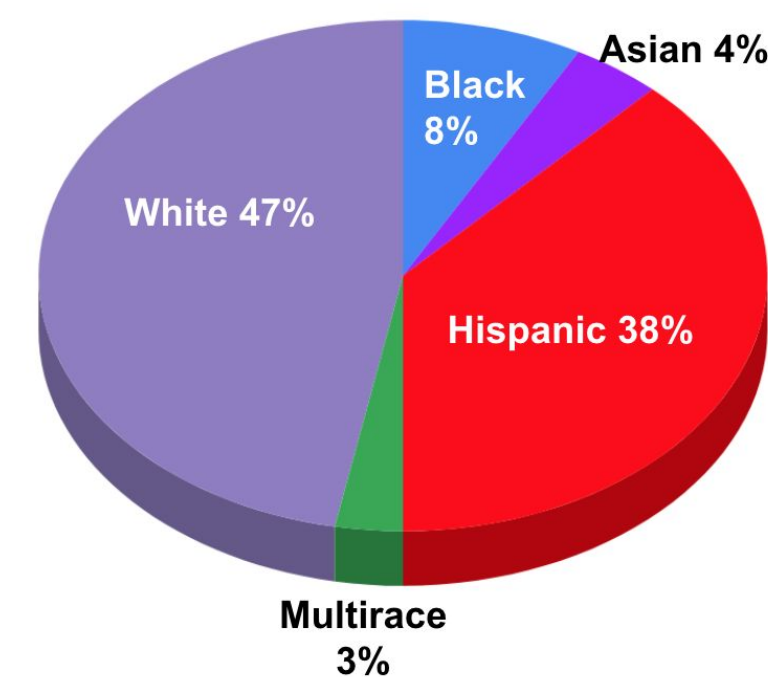


### Morris School District, Morristown NJ Each Student Will Ascend

The Morris School District is the only school district in NJ to have been created by a court order, which mandated the merging of Morristown and township schools to promote racial integration (Jenkins Decision, 1971).

#### MSD by the Numbers

- 5200 students in 10 schools, PreK-12
- 18.6% Limited English Proficiency (LEP)
- 34% Economically Disadvantaged



## About Our Initiative

### EQUAL ACCESS to:

Positive, Empowering Relationships + Exceptional Standards-Based Instruction + A Responsive System

= **Impactful Student Growth**

## Demographic Served:

### What the Data Revealed About Equity & Inclusion

In 2014-15, disaggregated data showed wide disparities in middle school student performance on the NJ English Language Arts standardized assessment for particular subgroups (BOTTOM LEFT CHART). **African-American, Hispanic, and economically disadvantaged students as well as students with IEPs** performed significantly lower than their white or non-economically disadvantaged peers.

Furthermore, student conduct management data also showed disproportionate behavioral referrals, detentions and suspensions for these same subgroups—a reflection of a punitive climate instead of a healthy learning climate anchored in positive, empowering relationships.

# The Architecture of a Coherent Vision for Learning: Equity & Inclusion as a Cornerstone of Impactful Student Growth in Grades 6-8

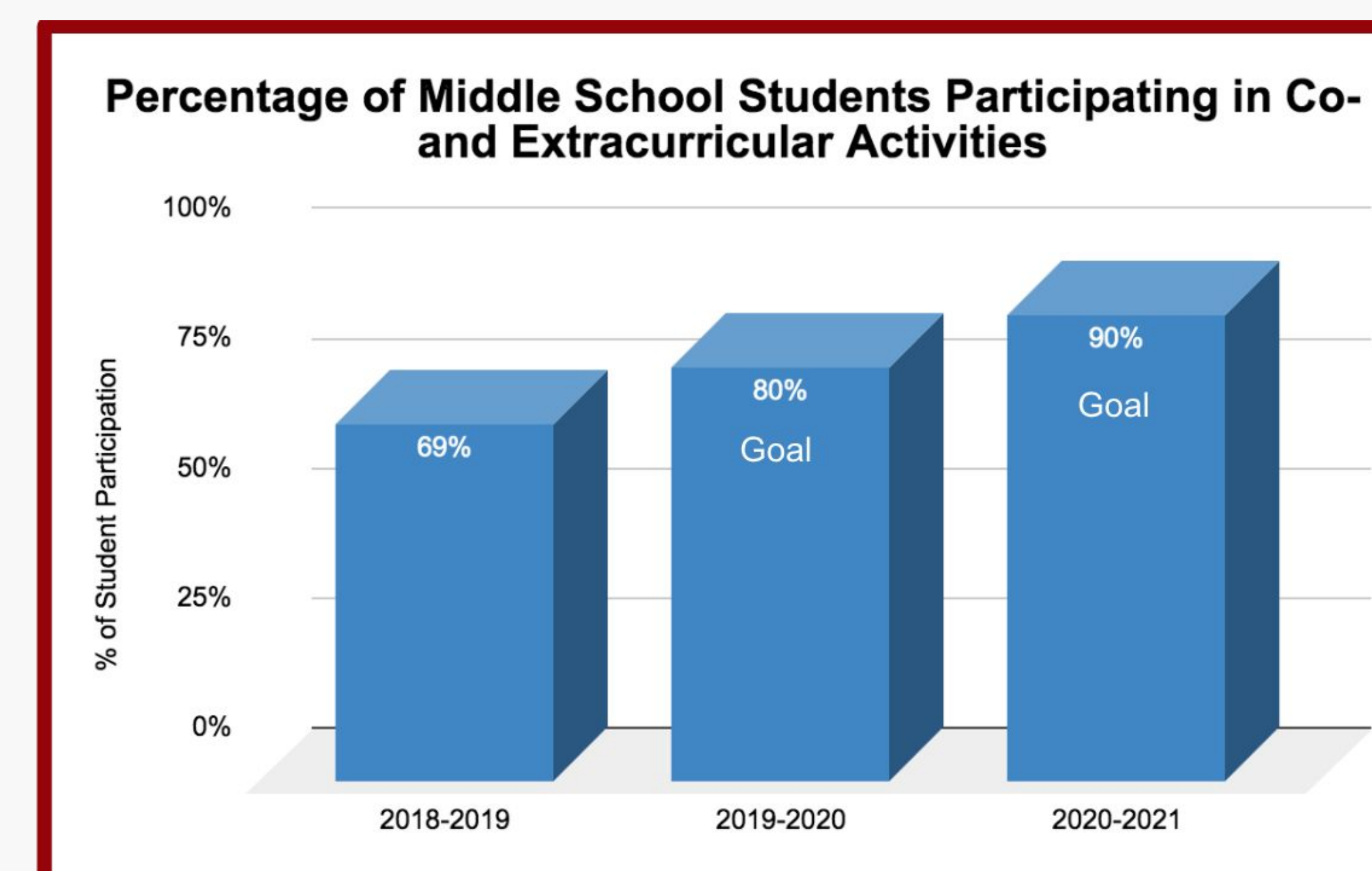
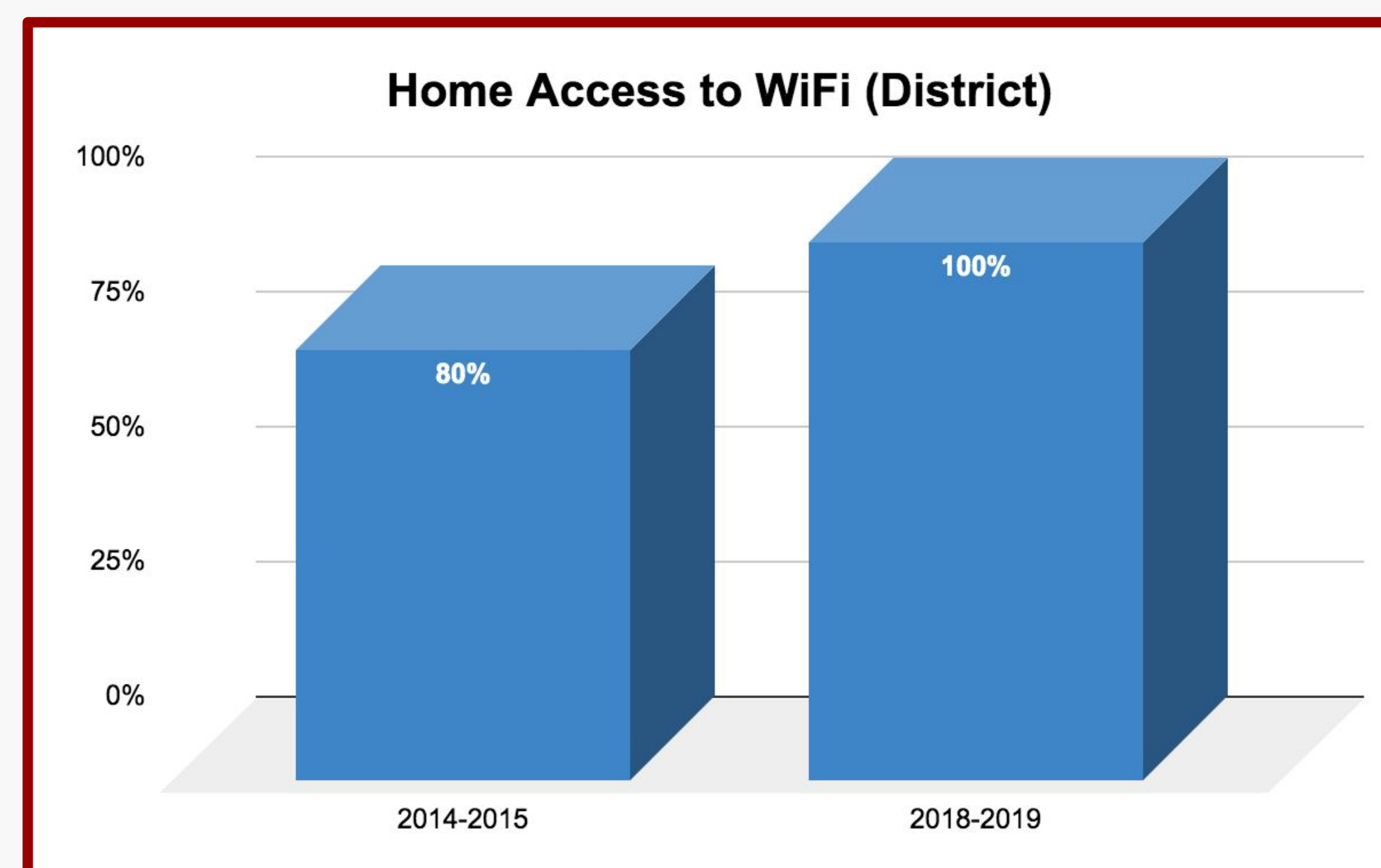
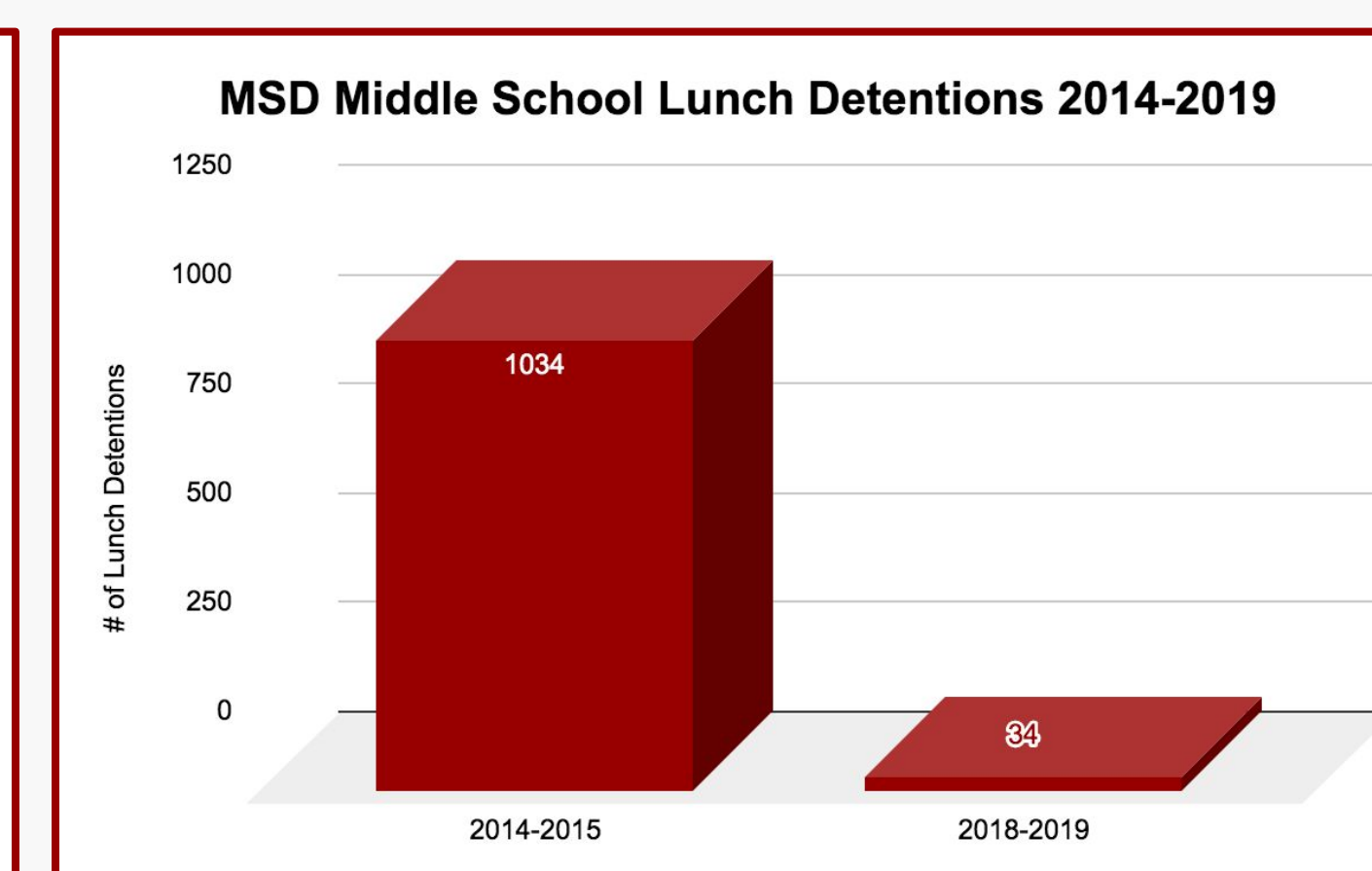
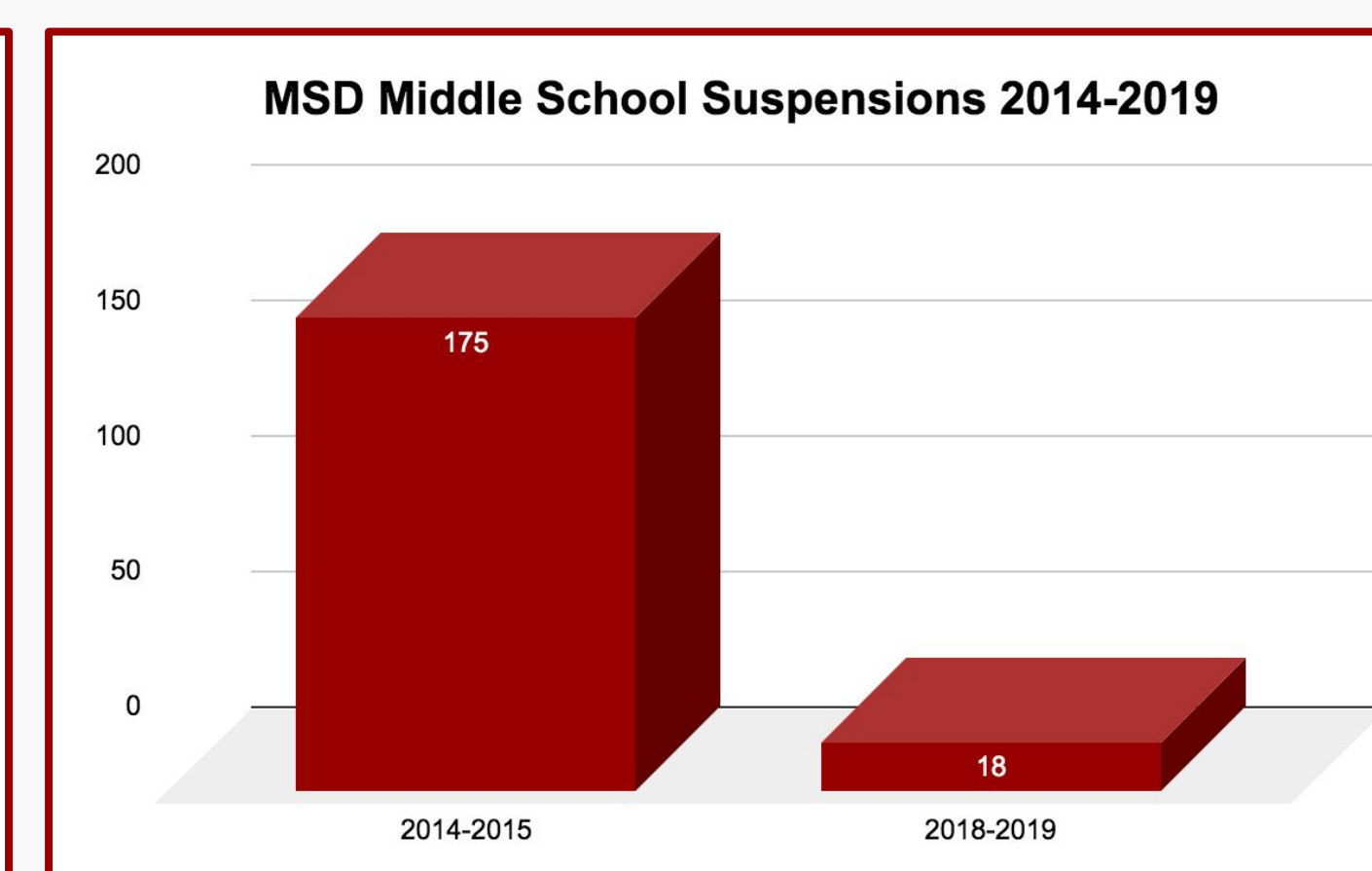
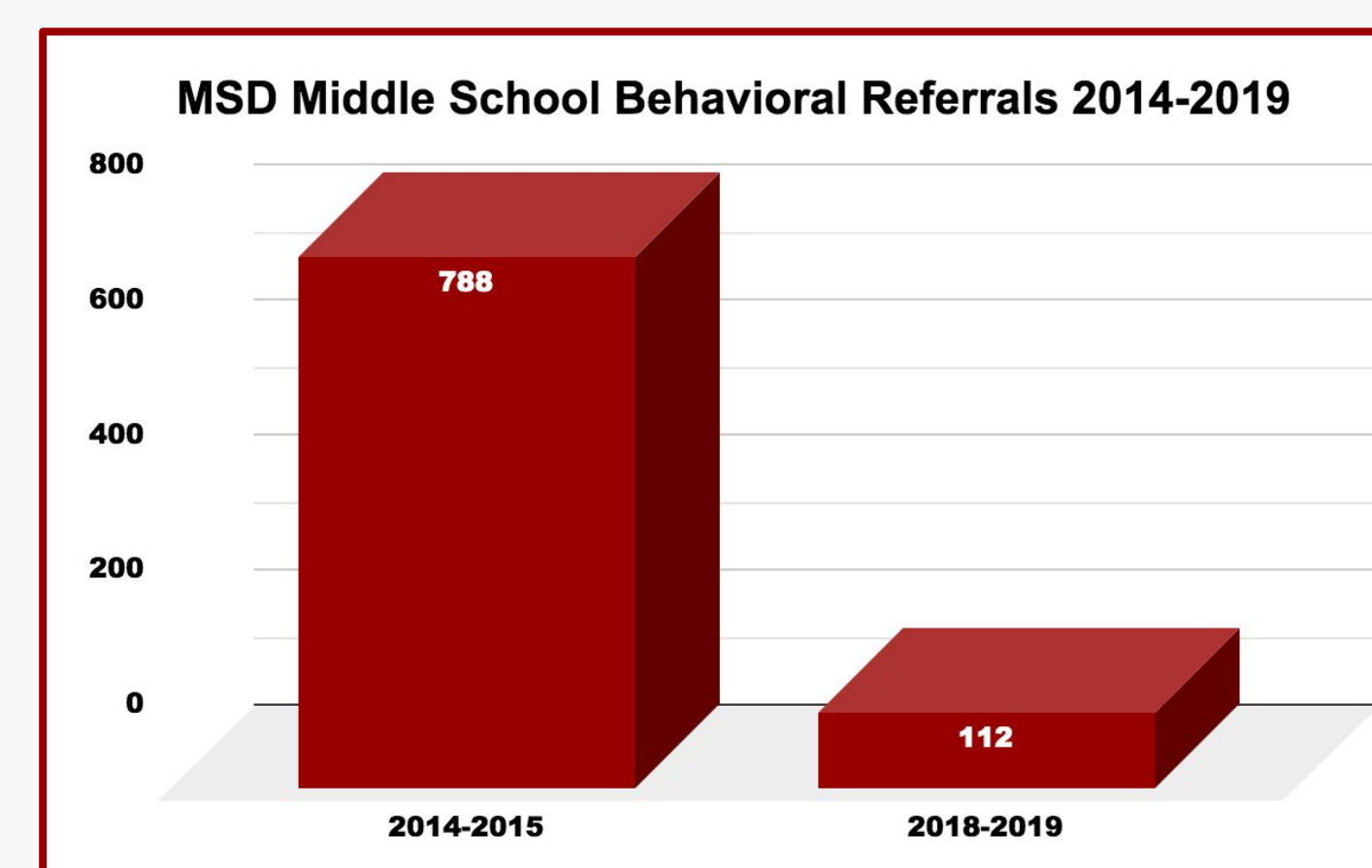


## The Need:

### Conducting a Root-Cause Analysis of Our Achievement Gaps

**What do we see when we look at  
both our challenges and our solutions  
through an equity and inclusion lens?**

## Outcomes



Percentage of 8th Grade Students Meeting or Exceeding Expectations on the NJ ELA Assessment					
Student Subgroups	2015-16	2016-17	2017-18	2018-19	4-Year Increase
All Students	49%	62%	76%	80%	+31
Econ Disadvantaged	18%	27%	51%	62%	+44
Non-Econ Disadvantaged	59%	77%	83%	87%	+28
Black/African-American	30%	49%	65%	65%	+35
Hispanic	17%	36%	55%	68%	+51
White	66%	78%	87%	91%	+25
IEP	16%	17%	39%	45%	+29

\* NJ All-Student Average for 2018-19 = 62.8%

8th Grade English Language Arts Honors Enrollment					
Student Subgroups	2015-16	2016-17	2017-18	2018-19	4-Year Increase
Asian	63%	89%	79%	88%	+25
Black/African American	23%	35%	41%	50%	+27
Hispanic	19%	20%	22%	32%	+13
White	57%	63%	62%	76%	+19

## The Design Process: Our Multi-Strategy Approach

### The Climate Gap

- Reimagined and redesigned Code of Conduct
- Implemented new PBIS program
- Sustained PD on Culturally Responsive Practices, Trauma Impact on Students, S.E.L. and Restorative Relationships
- “Operationalized Relationships” by investing in mentoring, social capital, and student participation in co- and extracurriculars
- Surveyed all 6th-12th grade students on diversity, equity, and inclusion issues
- Partnered with all stakeholders to re-envision the middle school’s mission, vision, and values

### Elevated ELA Instruction

- Doubled the number of instructional minutes for English Language Arts (ELA)
- Established a school-wide homework policy focused on specific reading and writing standards across disciplines
- New ELA standards-based curriculum coupled with sustained, targeted PD
- Redesigned K-12 bilingual program
- Implemented new ELA standards-aligned benchmark assessments

### Choosing the Right “Blend”

- Crafted district blended learning instructional model and provided PD
- Expanded 1:1 Laptop Initiative to grades 6-8
- Implemented a digital Learning Management System
- Provided universal WiFi for all students
- Implemented adaptive diagnostic and provided “data in service of learning” PD
- Created interoperability of digital platforms to leverage the power of our systems and teams

## Contact Information

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